



## **A MESSAGE FROM THE MAYOR**

To my fellow residents:

The protests, riots and despair reflected in the whole country have caused me to wonder about Lincoln's place in the continuum of racial relations. We, at the City, have received numerous letters and emails asking about our policies and practices, specifically asking about racial bias and excessive use of force by our Police Department. According to all the records over the last five years, there has never been a single case of a complaint for either racial bias or excessive use of force lodged against the Police Department. Going beyond five years, which is the statutory requirement for record retention, anecdotal information says that we have never received one in 20 years

There have been several questions about and requests for our police to adopt 8 policies that they believe will save lives ([www.8cantwait.org](http://www.8cantwait.org)). To that end we have reviewed our own Lincoln Police Department policies. The differences between their recommendations and our policies are very minor in nature. Because of our solid policies and our very dedicated and professional employees, we enjoy a great relationship with our community.

I am immensely proud of our police officers for providing the level of safety and support that they do, particularly because of our lack of Public Safety budget.

In closing, I would like to share with you some of the regulations, processes, and policies that help ensure that Lincoln Police Officers conduct themselves in a manner free from the type of behavior that has been the subject of national angst. More information and detail regarding these issues can be found on the Police Department Facebook page and the City website.

### **Training (initial and ongoing)**

Police academy recruits in California receive 16 hours of Cultural Diversity training. Once hired as a police officer, existing law requires them to participate in expanded training that includes and examines evidence-based patterns, practices, and protocols that make up racial and identity profiling, including implicit bias. Once basic training is completed, existing law requires specified peace officers to complete a refresher course on racial and identity profiling at least every 5 years.

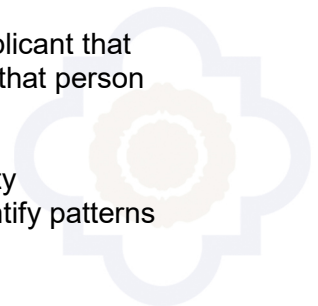
AB 243, which is in the legislature now (held on the suspense file in Senate Appropriations last year but is still active) would require law enforcement officers to complete refresher training on racial and identity profiling, including explicit bias, at least every two years instead of the current five years.

### **Hiring**

Background investigators examine social media accounts of prospective employees if the applicant's privacy settings allow. California Labor Code 980 prohibits employers from asking for anything not visible to the public.

Just last year, a background investigation uncovered information about an applicant that was potentially indicative of bias and the Police Chief immediately disqualified that person from consideration.

Additionally, all Police Officers in California must pass a psychological suitability examination. Our contracted psychologists use the MMPI and the 16PF to identify patterns of normal behavior.





### Body Worn Cameras

The Lincoln Police Department does not currently have a body worn camera (BWC) program. While our Chief is a proponent of these cameras (they encourage good behavior on both sides of the camera), they lack the personnel to manage the program. AB 1421 greatly increased the public's access to all police records (including video) and we know that reviewing, managing, redacting, and copying BWC video is not possible with the existing staff at the Lincoln Police Department.

### Policy:

The Lincoln Police Department Policy 402, which describes their commitment to providing law enforcement services and to enforcing the law equally, fairly, objectively and without discrimination toward any individual or group is available on the City website for your review.

### Internal Affairs Response to Complaints

The Police Department is required to maintain copies of formal complaints and administrative investigations for a period of 5 years. They do not have record of one single complaint that even hints of racial discrimination or excessive force. A supervisor and manager (both 20+ year employees) were both asked if they recalled any complaints of racial bias/prejudice ever and they both stated that they did not.

Were you to submit a Public Records Act request for anything releasable under AB 1421, you would learn that our Police Department has one "use of force" investigation in their records - an officer involved shooting in October 2016. The Officer and the suspect that was shot were both Caucasian males.

In closing, our Police Department takes great pride in the relationship they have with our community. They have earned that respect and support by treating everyone in a fair and consistent manner, and they will continue to do so.

Dan Karleskint  
Mayor, Lincoln CA

